UNITED NATIONS

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Secretariat

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16 February 1994

INFORMATION CIRCULAR

To: Members of the staff

From: The Director of Personnel

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES AND FOR STAFF IN THE FIELD SERVICE CATEGORY*

1. In section II of resolution 48/224 of 23 December 1993, the General Assembly approved, with effect from 1 March 1994, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of 3.6 multiplier points into net base salaries in effect under the previous base salary scale, which became effective on 1 March 1993. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission (ICSC) for all duty stations. The revised multipliers will be determined in such a way as to ensure that the revised net remuneration (base salary plus post adjustment) after consolidation is in line with the existing net remuneration. Changes in post adjustment multipliers due after 1 March 1994 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. As a result of the implementation of the revised base salary scale, effective 1 March 1994, there will be consequential changes in the amounts of the mobility and hardship allowance applicable to staff who are currently in receipt of the allowance.

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* Personnel Manual index No. 3110.

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4. In its sixteenth (1990) annual report to the General Assembly, 1/ ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1994, to reflect (a) the consolidation of 3.6 multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scale for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1994, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the end-of-March 1994 payroll.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

Annex I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(in United States dollars)

Effective 1 March 1994

		Steps													
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary-General																
USG	Gross	136 759														
	Net D	90 043														
	Net S	80 922														
Assistant Secretary-General																
ASG	Gross	125 677														
	Net D	82 586														
	Net S	74 721														
Director			*	*	*	*	*									
D-2	Gross	102 177	104 501	106 825	109 147	111 496	113 861									
	Net D	69 113	70 460	71 808	73 155	74 503	75 851									
	Net S	63 418	64 568	65 718	66 868	67 999	69 120									
Principal Officer						*	*	*	*	*						
D-1	Gross	89 918	91 906	93 896	95 882	97 872	99 862	101 852	103 842	105 830						
	Net D	62 001	63 156	64 310	65 461	66 616	67 770	68 924	70 078	71 231						
	Net S	57 346	58 333	59 319	60 302	61 287	62 272	63 257	64 242	65 226						
Senior Officer												*	*	*		
P-5	Gross	78 948	80 718	82 488	84 258	86 028	87 797	89 567	91 360	93 158	94 959	96 759	98 558	100 359		
	Net D	55 530	56 574	57 618	58 662	59 707	60 750	61 794	62 839	63 882	64 926	65 970	67 014	68 058		
	Net S	51 466	52 415	53 364	54 313	55 261	56 209	57 158	58 063	58 953	59 845	60 736	61 626	62 517		
First Officer														*	*	*
P-4	Gross	64 509	66 200	67 896	69 591	71 291	72 986	74 683	76 404	78 130	79 855	81 579	83 308	85 033	86 759	88 485
	Net D	46 901	47 920	48 938	49 955	50 974	51 992	53 010	54 028	55 047	56 064	57 082	58 102	59 119	60 138	61 156
	Net S	43 618	44 545	45 471	46 397	47 325	48 250	49 177	50 103	51 028	51 952	52 876	53 803	54 728	55 653	56 578
Second Officer															*	*
P-3	Gross	52 274	53 792	55 321	56 887	58 456	60 024	61 592	63 161	64 729	66 319	67 913	69 507	71 101	72 694	74 290
	Net D	39 383	40 339	41 296	42 251	43 208	44 165	45 121	46 078	47 034	47 992	48 948	49 904	50 860	51 817	52 774
	Net S	36 781	37 649	38 518	39 387	40 258	41 128	41 998	42 869	43 739	44 610	45 481	46 351	47 221	48 091	48 962
Associate Officer													*			
P-2	Gross	41 695	43 013	44 326	45 665	47 022	48 380	49 738	51 095	52 455	53 811	55 174	56 578			
	Net D	32 652	33 508	34 363	35 219	36 074	36 929	37 785	38 640	39 496	40 351	41 206	42 063			
	Net S	30 660	31 442	32 221	33 000	33 777	34 553	35 330	36 106	36 884	37 660	38 436	39 216			
Assistant Officer																
P-1	Gross	31 393	32 604	33 812	35 023	36 287	37 551	38 818	40 082	41 346	42 611					
	Net D	25 847	26 671	27 492	28 315	29 136	29 958	30 782	31 603	32 425	33 247					
	Net S	24 418	25 181	25 942	26 704	27 453	28 203	28 954	29 704	30 453	31 203					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.

* The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

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Annex II

SALARY SCALE FOR THE FIELD SERVICE CATEGORY SHOWING ANNUAL GROSS SALARIES AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT

(in United States dollars)

Effective 1 March 1994

Level		Steps														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
FS-7												*	*			
	Gross	64 049	65 825	67 615	69 403	71 193	72 987	74 778	76 595	78 417	80 237	82 059	83 883			
	Net D	46 620	47 695	48 769	49 842	50 916	51 992	53 067	54 141	55 216	56 290	57 365	58 441			
	Net S	43 362	44 340	45 318	46 294	47 271	48 251	49 229	50 205	51 182	52 157	53 134	54 111			
FS-6												*	*			
	Gross	52 665	54 254	55 872	57 510	59 151	60 793	62 433	64 077	65 727	67 395	69 065	70 732			
	Net D	39 629	40 630	41 632	42 631	43 632	44 634	45 634	46 637	47 636	48 637	49 639	50 639			
	Net S	37 004	37 913	38 824	39 733	40 644	41 555	42 465	43 378	44 287	45 198	46 109	47 020			
FS-5																
	Gross	44 352	45 686	47 041	48 397	49 754	51 110	52 465	53 821	55 184	56 584	57 984	59 384	60 784		
	Net D	34 379	35 232	36 086	36 940	37 795	38 649	39 503	40 357	41 212	42 066	42 920	43 774	44 628		
	Net S	32 236	33 012	33 787	34 563	35 339	36 115	36 890	37 666	38 442	39 219	39 996	40 773	41 550		
FS-4															*	*
	Gross	38 217	39 311	40 398	41 489	42 580	43 669	44 760	45 879	47 003	48 129	49 252	50 340	51 503	52 629	53 752
	Net D	30 391	31 102	31 809	32 518	33 227	33 935	34 644	35 354	36 062	36 771	37 479	38 164	38 897	39 606	40 314
	Net S	28 598	29 246	29 891	30 538	31 185	31 831	32 478	33 123	33 766	34 410	35 052	35 674	36 340	36 984	37 626
FS-3															*	*
	Gross	32 947	33 835	34 721	35 637	36 562	37 491	38 418	39 346	40 274	41 197	42 126	43 052	43 982	44 908	45 862
	Net D	26 904	27 508	28 110	28 714	29 315	29 919	30 522	31 125	31 728	32 328	32 932	33 534	34 138	34 740	35 343
	Net S	25 397	25 956	26 514	27 068	27 616	28 167	28 717	29 267	29 817	30 365	30 916	31 465	32 016	32 565	33 113
FS-2												*	*			
	Gross	28 599	29 346	30 103	30 884	31 669	32 451	33 199	34 018	34 800	35 611	36 431	37 248			
	Net D	23 905	24 436	24 970	25 501	26 035	26 567	27 075	27 632	28 164	28 697	29 230	29 761			
	Net S	22 625	23 113	23 605	24 097	24 591	25 084	25 555	26 071	26 564	27 052	27 539	28 023			
FS-1																
	Gross	24 904	25 558	26 217	26 876	27 535	28 197	28 856	29 515	30 184	30 872					
	Net D	21 278	21 746	22 214	22 682	23 150	23 620	24 088	24 556	25 025	25 493					
	Net S	20 208	20 639	21 070	21 500	21 930	22 363	22 793	23 223	23 656	24 089					

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* The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.